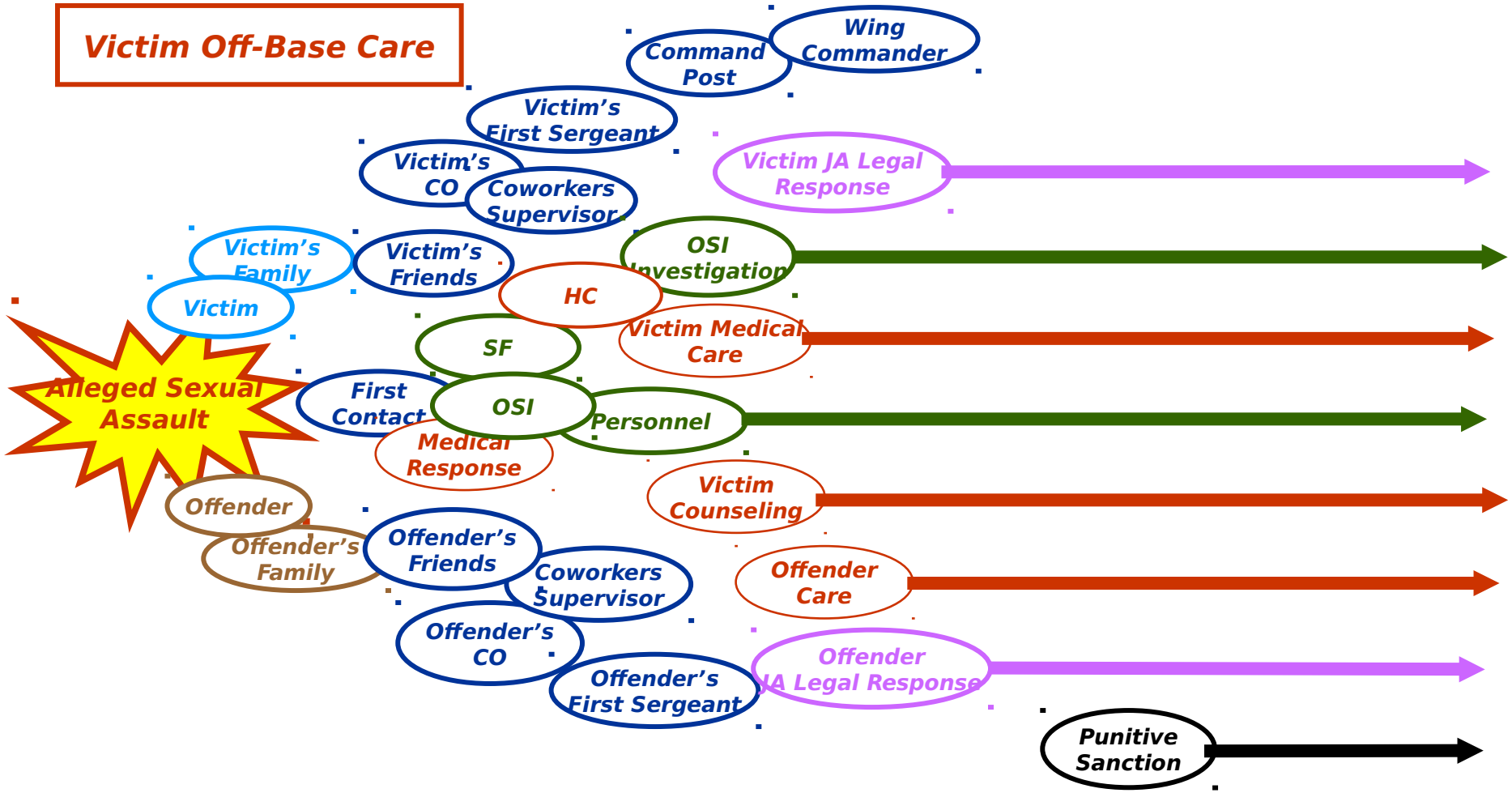
Actions Already Taken

- Conducted multiple assessments on sexual assault
  - USAFA
  - PACAF
  - AETC (Sheppard)
  - AF-wide MAJCOM assessment
- Sought outside experts to better understand problem
- Established Victim Support Liaison at each base under Wing/CV
  - Provided template, benchmarked from several programs (e.g. Nellis AFB and USAFA programs)
- Sent several strong messages from senior leadership
- Focus of discussion at three “4-star” summits

Key Points

- **Sexual assault issue more complex than it initially seemed**
- **Commanders key to success**
  - **Currently working issue, but will need help**
  - **Seeing & understanding the problem are challenges**
- **Sexual assault is a societal – and consequently an Air Force problem**
  - **No quick solutions – positive, ongoing efforts to instill and foster institutional change**

The Impact of Sexual Assault



Sexual Assault -- Tasking

- **Objective:** assess AF sexual assault prevention and response capabilities; provide recommendations for improvement
- **MAJCOMs**: conducted self-assessment based on Vice Chief 24 Feb 04 memo – 5 focus areas
  - Education and Training
  - Reporting
  - Response Programs
  - Program Oversight
  - Recommendations
- **HAF**: formed IPT to …
  - Synthesize MAJCOM self-assessments
  - Conduct corporate and university benchmarking
  - Contribute to and review OSD draft Sexual Assault report
  - Engage Sexual Assault subject-matter experts (external to AF)
  - Conduct review of HAF-level policies
  - Capture findings and develop recommendations

Participants

MAJCOM/DRU

- AMC
- AFMC
- USAFE
- ACC (+CENTAF)
- AFSOC
- PACAF
- AETC
- AFSPC
- AFRC
- ANG
- USAFA
- 11th Wing

Air Force IPT

- SAF/MR
- SAF/PA
- AF/DP
- AF/XOF
- AF/HC
- AF/JA
- SAF/CZ
- SAF/GC
- AF/CCC
- AF/RE
- AF/OSI
- AF/SG
- ANG

External Subject-Matter Experts

- **Ms. Anne Munch** – Director, Ending Violence Against Women Project; Prosecutor
- **Dr. David Lisak** – Forensic Consultant; expert on "Undetected Rapists"
- **Ms. Christine Hansen** – Miles Foundation (telephone interview)
- **Ms. Deborah Tucker** – Executive Director, National Center on Domestic and Sexual Violence; Co-Chair, DoD Domestic Violence Task Force

The Process

Data Collection

MAJCOMs

9 MAJCOMs and USAFA, ANG, 11th Wing

85+ installations surveyed or visited

100,000+ personnel contacted via survey, interviews, focus groups, and feedback sessions

Response from overseas bases, including Iraq and Afghanistan

Air Staff

IPT stands up review of current policy and issues

Integration and Assessment

Air Staff

Review and integrate MAJCOM findings

Corporate Benchmarking

University Benchmarking

Experts

OSD Report

2-Day Off-Site
(21-22 April 2004)

MAJCOM reps, Air Staff IPT and Experts assess data

Finding and Recommendations

Air Staff & MAJCOMS

Findings
Recommendations

CORONA Briefing
CORONA Direction

Final Report

Campaign Plan

The College Environment
Analogous to the Air Force

- Colleges and AF share <u>common characteristics</u>
  - Large, concentrated numbers of young adults
  - Living and working together -- first time on own
  - Pervasive use of alcohol
- <u>Age</u> ranges of victims and offenders similar
  - Average age of AF victims: 22 yrs; AF offenders: 24 yrs
  - Average age range of college study populations: 16-24 yrs
- <u>Alcohol</u> a contributor to sexual assaults
  - 69% of AF offenders and 57% of AF victims consumed alcohol
  - Heavy/binge drinking commonplace on college campuses
- Most offenders known by victim

* AF Data based on 401 Air Force cases referenced in DoD Sexual Assault Stu

The Prevalence of Rape
As Reported by Dr. David Lisak

- **Sexual assault … a pervasive crime in the United States**

Female College-Aged Respondents Victimized by Completed Rapes		
Study Authors	***Year***	***Percentage***
Fisher et al.	**2000**	**14.8%**
Brenner et al.	**1999**	**20%**
Koss et al.	**1987**	**19%**

- **As many as 1 in 4 (24%) college-aged women have experienced some form of *completed rape or***

"Sexual violence on this scale can only exist in a culture that facilitates it" ***(David Lisak, The Undetected Rapist)***

Sex Offenders - Who Are They?

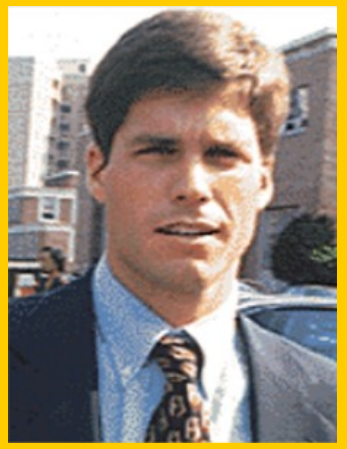
As Repor

RAPIST PROFILE #1

Reality
- Stranger to Victim
- Usually Single Act
- Blitz Attack
- Brutal Injuries
- Incarceration

5% STRANGER RAPIST

RAPIST PROFILE #2



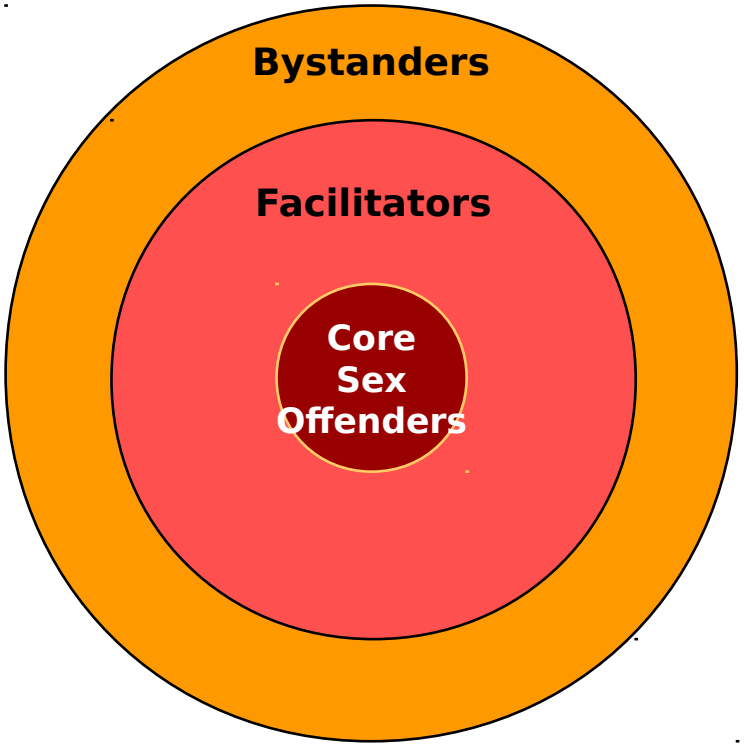
Myth
- Nice Guy Image
- Unpremeditated
- Won't Happen Again
- "Drank Too Much"
- Miscommunication

Reality
- Knows Victims
- Calculated Force
- All Races/Ethnicities
- Consensual Sex
- Seldom Incarcerated
- Serial Offender
- Alcohol as Weapon

95% NON-STRANGER RAPIST

PoseyG:

Cultural Aspects of Rape
As Reported by Dr. David Lisak



- Characteristics of **Core Sex Offenders**
  - See “intimate” violence as normal
  - Have deficits in empathy
  - Believe in rape myths
  - Hyper-masculine attitudes
  - Angry at women & need to dominate
- **Facilitators** perpetuate an environment that allows core sex offenders to assault
  - Reinforce negative behavior
- **Bystanders** have knowledge of incidents & dangerous environments, but fail to act
- **Core Sex Offenders** can’t be rehabilitated by education or other forms of outreach; they must be isolated from their peers, and the

The Scope of Sexual Assault

Difficult to Quantify

- **Most college-aged victims DO NOT REPORT incident**
  - **College reporting rates at or below 5% *(Fisher, Koss studies)***
  - **FBI: "most underreported violent crime in the nation"**
  - **Low reporting rates create false sense of security**
  - **DoD IG survey on USAFA indicated 81% of sexual assault incidents were not reported**

- **Common barriers to reporting in AF and colleges**
  - **Shame and self-blame**
  - **Victim violated institutional policy (e.g. alcohol, drugs)**
  - **Lack of confidential reporting process**

Similar to colleges … majority of AF sexual assaults probably never reported

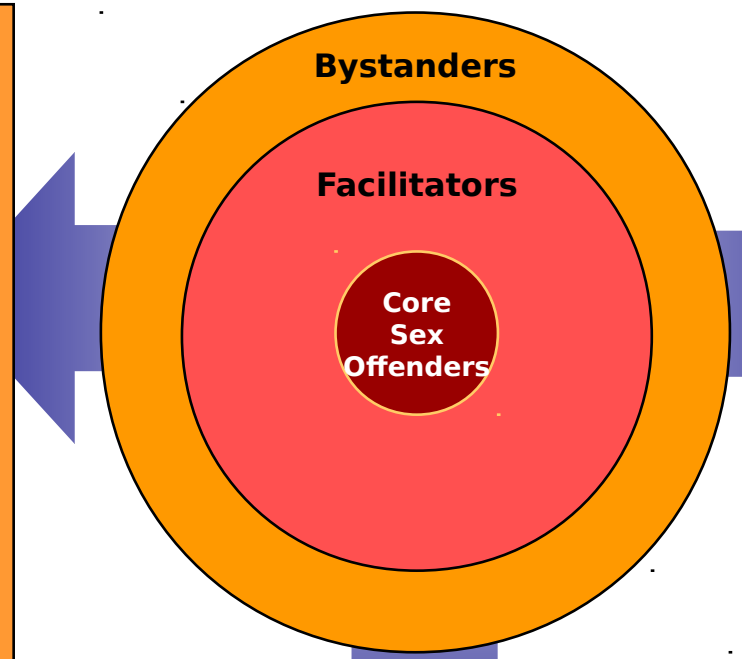
Assessing the Challenge of Sexual Assault

Culture of Rape

Core Sex Offenders operate with relative impunity, using calculated strategies to avoid identification, prosecution, and

Facilitators perpetuate an environment that allows core sex offenders to assault and remain at large.

Bystanders have knowledge of incidents but fail to act.



USAF Areas of Assessment

1. Policy and Leadership
2. Improving Training
3. Enhancing Reporting
4. Improving Response
5. Responding to AEF/ Deployment Challenges

Victim Care and Response

Victim Care varies based on reporting choice. Lack of protected disclosure and uneven privacy regulations influence victim reporting. Long-term trauma is the norm with non-stranger sexual assaults.

A Systematic Approach to SA Prevention and Response

USAF Areas of Assessment

1. Policy and Leadership
2. Improving Training
3. Enhancing Reporting
4. Improving Response
5. Responding to AOR Challenge

Campaign Plan

- Policy and Leadership
- Improving Training
- Enhancing Reporting
- Improving Response
- Responding to AOR Challenge

Expected Outcomes

- Victim Care is improved as more victims report assaults and receive access to improved response assets (investigative, victim care, and judicial) at home & in AOR.
- identified, prosecuted, and isolated through improved reporting, response, and oversight.
- Bystanders and Facilitators become agents of prevention through improved training, oversight, AOR policy, and cultural
- Statistically, sexual assault climate may appear to worsen as it actually improves

Implements of Change

Functionals: OSI, SG, SF, HC, JA, DP

Leadership: Sr Ldrs, CCs/FSs, MAJCOM

Time to Get Positive

Capitalize on what Airmen are proud of …

- **A strong *team* – everybody physically, mentally, spiritually sound**
- **Mutual *respect* – no Airman should ever be afraid of another Airman**
- **Mutual *support* – always take care of your wingman**
- ***Success* – we win when we are at our best and take care of each other**

U.S. AIR FORCE